



## Administrative Progress Report (APR) June 2005

**To: POST Commissioners and Advisory Committee**

**From: KENNETH J. O'BRIEN**  
**Executive Director**

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on projects and instructional programs currently under development at POST.

### **TERRORISM LIAISON OFFICER (TLO) COURSE**

The final pilot presentation of the Terrorism Liaison Officer (TLO) course was presented in Dublin on June 20-24, 2005. This new 40-hour course is designed to train law enforcement officers who will serve as the first line of information management for every law enforcement agency in the State.

The TLO is trained to work with the community, other governmental agencies, and the private sector in a cooperative and collaborative effort to gather information that may be forwarded to an appropriately-designated intelligence operation. The TLO is also trained to assist the agency in the preparation, coordination, and training necessary to maintain an effective law enforcement role in homeland security.

The presentation was hosted by the Alameda County Sheriff's Department at their Office of Emergency Services headquarters in Dublin. Thirty-three trainees attended the course from agencies in the Bay area and adjacent regions.

Course critiques were excellent and curriculum modifications will be based on feedback from those attending the course. To date, POST and the California Specialized Training Institute (CSTI) have trained approximately 450 personnel statewide.

The Commission will be asked at its July 2005 meeting to approve the final curriculum and to authorize contracting for four (4) course presentations during FY 2005/06, contingent upon receipt of federal funds. It is POST's goal to have at least one trained TLO at every agency in California to satisfy the statewide strategic intelligence initiative.

Questions about the Terrorism Liaison Officer course may be directed to Special Consultant Anthony Lukin, POST Homeland Security Training Program, at (916) 227-5562 or by email at [Anthony.Lukin@post.ca.gov](mailto:Anthony.Lukin@post.ca.gov).

## **LAW ENFORCEMENT RESPONSE TO TERRORISM (LERT) INSTRUCTOR COURSE PRESENTED**

The tenth Law Enforcement Response to Terrorism (LERT) instructor course was presented in Garden Grove on June 7-10, 2005. This 32-hour course trains instructors to deliver the Law Enforcement Response to Terrorism (LERT) awareness course that satisfies both the SB 1350 mandates and the federal Office for State and Local Government Coordination and Preparedness (SLGCP) grant requirements.

The class, which was comprised of 31 instructors, was presented using the reformatted curriculum as required by the SLGCP. To date, approximately 275 instructors have been trained statewide to present the awareness training. Each instructor receives a comprehensive instructional package to assist them in presenting the 8-hour awareness course, including instructions on how to certify their presentation for Continuing Professional Training (CPT) credit.

The Commission will be asked to approve four additional instructor course presentations in FY 2005/06. Upon completion of those presentations, POST will have a cadre of approximately 450 instructors available to present the awareness course.

Questions about the Law Enforcement Response to Terrorism (LERT) courses may be directed to Special Consultant Anthony Lukin, POST Homeland Security Training Program, at (916) 227-5562 or by email at [Anthony.Lukin@post.ca.gov](mailto:Anthony.Lukin@post.ca.gov).

## **TEAM BUILDING WORKSHOP PROGRAM REMAINS POPULAR**

On May 1, 2005, POST began accepting applications for a Team Building Workshop (TBW) to be held during the 2005/06 fiscal year.

More than 50 applications have been received and all workshops have been filled. In the event an agency is experiencing a critical need for a workshop, an "urgency exemption" will be considered to allow that agency to bypass the waiting list.

For more than 30 years, POST-sponsored team building workshops have offered the management team an opportunity to work together to plan, solve problems, set goals, or participate in team building activities. In the workshop, an experienced facilitator assists with the production of an action plan for the agency.

Team Building Workshop program information and applicable forms can be found on the POST website at [http://www.post.ca.gov/training/mcs\\_bureau/team\\_building.asp](http://www.post.ca.gov/training/mcs_bureau/team_building.asp).

Questions regarding the Team Building Workshop program may be directed to Associate Governmental Program Analyst Kathy Hobson, Management Counseling Services Bureau, at (916) 227-3911 or by email at [Kathy.Hobson@post.ca.gov](mailto:Kathy.Hobson@post.ca.gov).

## **ADVANCED HOMICIDE INVESTIGATION COURSE PILOT A COLLABORATIVE SUCCESS**

The Robert Presley Institute of Criminal Investigation (ICI) Advanced Homicide Investigation Course was piloted in the Sacramento region on June 6-10, 2005. The course pioneered the use of human cadavers for investigative training (in other than a forensic laboratory). This unique course was the result of collaborative efforts: 1) the California State University, Sacramento was the presenter of the course; 2) the University of California, Davis provided the cadavers; 3) the Sacramento County Coroner's Office stored and managed deployment of the cadavers; 4) the Yolo County Sheriff's Department afforded the venue for the crime scene scenarios; and 5) the Manteca Police Department provided site security and news media role players.

The 40-hour course is designed to provide a realistic training environment for the investigation of homicide incidents that are likely to engender intense public scrutiny. The course facilitators were experienced homicide investigators, prosecutors, criminalists, and coroners, drawn from both urban and rural agencies. The students were graduates of the ICI Core Course and the ICI Homicide Investigation Course, which ensured a knowledge base sufficient to meet the challenges of the advanced course.

Topics covered in the course include: case management, forensics resources, technology in investigations (Internet resources, cellular phones, global positioning systems, etc.), media relations, personal protection protocols, and legal issues and anticipated defenses. The homicide scenarios include multi-jurisdictional investigation, a VIP homicide, skeletal remains, and a missing person.

Students gave the course high marks, particularly due to the realism built into the scenarios. The training included actual human remains, an early a.m. call-out, and resources such as cadaver dogs, forensic specialists, crime scene technicians, coroners, and district attorneys.

Questions regarding the Advanced Homicide Investigation Course or the ICI Program may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by email at [Mike.Hooper@post.ca.gov](mailto:Mike.Hooper@post.ca.gov).

## **POST DEVELOPS NEW TRAINING VIDEOS**

The California POST Television Network (CPTN) recently completed production on two new training videos: "Domestic Violence Update," and "Firearms Seizure and Disposition." The domestic violence video includes the latest issues involved in domestic violence training, including officer-involved domestic violence cases, strangulation, stalking, emergency protective orders, and investigation of suspicious injuries. The firearms video, made at the request of the Department of Justice Firearms Division, provides the latest information on firearms seizure and disposition procedures. Both programs are scenario-based and will provide agencies with the tools to complete mandated policy updates in domestic violence. The DVD programs will be distributed to the field in July 2005.

Questions regarding the training videos may be directed to Senior Law Enforcement Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or by email at [Jody.Buna@post.ca.gov](mailto:Jody.Buna@post.ca.gov).

## **BASIC ACADEMY RECRUITS GRADUATE**

POST regional consultants attend graduations on behalf of the Commission and staff to show POST's support and extend congratulations to the graduating recruits. Consultants are often asked to participate in the ceremonies by making a speech, administering the oath of office, or leading the recitation of the Law Enforcement Code of Ethics.

Recruits completing the regular basic course graduated at Fullerton College, Southwestern College, the Orange County Sheriff's Department, and the San Bernardino County Sheriff's Department. Those completing the Specialized Basic Course graduated from Golden West College.

Questions regarding recruit graduations may be directed to Senior Consultant Ed Pecinovsky, Training Delivery and Compliance Services Bureau, at (916) 227-4873 or by email at [Ed.Pecinovsky@post.ca.gov](mailto:Ed.Pecinovsky@post.ca.gov).

## **DESIGN OF LEADERSHIP TELECOURSE COMMENCES**

POST commenced design of a Leadership Telecourse with a two-day workshop comprised of subject matter experts, including General Howard Prince (ret.), and Dr. Terry Anderson from the University of Canada.

The workshop goals were to: 1) identify the structure for the 120-minute program which would be delivered on DVD; 2) determine what interviews or participants are needed for the production; 3) determine what scenarios are needed to illustrate the key teaching points; and 4) create an action plan for realizing these objectives.

The workshop identified relevant curriculum for a DVD training course on leadership for law enforcement. Because two hours is not enough time to address this topic, certain thematic areas were deemed most important and could be developed more fully into subject areas for instruction. In addition, it was decided that every segment of the DVD should have a "live" teaching component. For example, one segment will provide information on "Becoming a Leader." Then, critical learning points will be isolated from the segment and a discussion, facilitated by a "live" instructor, will ensue among student participants.

The workshop participants decided to identify existing programs and individuals throughout the United States (and possibly Canada) that employ exemplary teaching principles. Existing law enforcement programs that model leadership will be profiled.

Staff hopes to receive a commitment from General Colin Powell to appear in the opening segment of the program to provide his insights on leadership and build interest in the program.

Questions about the Leadership Telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or by email at [Jody.Buna@post.ca.gov](mailto:Jody.Buna@post.ca.gov).

## **POST STAFF ATTENDS SAN BERNARDINO COUNTY SHERIFF'S DEPARTMENT ACADEMY GRADUATION**

The San Bernardino County Sheriff's Department graduated the 159<sup>th</sup> session of the Basic Law Enforcement Academy on June 9, 2005. The graduates included 29 members of the San Bernardino County Sheriff's Department, one member of the Chino Police Department, four members of the Fontana Police Department, one member of the La Verne Police Department, two members of the Redlands Police Department, five members of the San Bernardino Police Department, and four non-affiliated graduates with San Bernardino Valley College. The graduating class attained a class academic average of 91%.

Sheriff Gary Penrod, assisted by family members of the graduates, presented completion certificates to the new members of his department. Chiefs of Police and other Command Staff from departments, which had graduates in the class, also assisted by family members of the respective graduates, presented completion certificates to their new members.

The graduation ceremony was held at the California Theater in San Bernardino. The theater was filled to capacity with relatives and friends of the graduating class, representatives of local, county, state, and federal government, and members of many law enforcement agencies. The Honorable Stephen Larson, United States Magistrate for the Central District of California, was the guest speaker. Region Seven Manager Gary Manini, Training Delivery and Compliance Services Bureau, represented POST at the graduation.

## **POST ASSISTS WITH COMMUNITY COLLEGE HOMELAND SECURITY SEMINAR**

On June 29, 2005, eighty representatives from the State Community Colleges met in Sacramento to discuss their institutions' role in homeland security in a post-9/11 society. The event was opened by Dr. Marshall Drummond, Chancellor of the California Community Colleges. Dr. Drummond encouraged attendees to take the information back to their campus communities and update emergency operation plans to include contingencies for terrorism. Dr. Drummond also expressed the importance of colleges, along with local law enforcement, fire, health care providers and neighborhood resources, in the creation of a plan that serves not only the campus population, but the communities in which they serve.

Dr. Anthony Lukin, Homeland Security Consultant for the Commission on POST, was the guest speaker. He reiterated the importance of community colleges' role in the war on terror. Dr. Lukin related that as trainers of future law enforcement and fire personnel, colleges are feasible targets of terrorism and their preparedness to respond to an incident could save the lives of their employees and thousands of students.

The members of California Fire Technology Directors Association (CFTDA), who facilitated the seminar, were pleased with the response of the colleges and the outcome of the training.

Questions about the Homeland Security Seminar may be directed to Senior Law Enforcement Consultant Janice Bullard, Training Delivery and Compliance Services Bureau, at (916) 227- 0471 or by email at [Janice.Bullard@post.ca.gov](mailto:Janice.Bullard@post.ca.gov).

## **LAW ENFORCEMENT MASTER FITNESS SPECIALIST COURSE PRESENTED**

The Cooper Institute presented its Master Fitness Specialist Course to Basic Course physical training instructors and agency in-service fitness program staff in June. Thirteen POST agencies were represented by the 20 course participants. This challenging course was a follow-up to the Law Enforcement Physical Fitness Specialist Course which was presented in October 2004. The five-day presentation, with practical and written examinations, received exemplary course evaluations. Expansion of instructor development opportunities is an objective of POST Strategic Plan Objective B.6.

Questions about the Master Fitness Specialist course may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or by email at [Michael.Catlin@post.ca.gov](mailto:Michael.Catlin@post.ca.gov).

## **VEHICLE OPERATIONS SKILLS TEST DEVELOPMENT**

On May 31 - June 2, 2005, subject matter experts attended a Vehicle Operations Skills Test Development Workshop in Pomona to continue work on revising and testing driving competencies and scoring criteria for Basic Course vehicle operations skills testing. The group observed slow-speed driving behaviors and scored those behaviors using draft evaluation criteria. The development of a standardized vehicle operations skills test for the Basic Course is a requirement of POST Strategic Plan Objective A.4.

Questions about the Vehicle Operations Skills Test Development Project may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or by email at [Michael.Catlin@post.ca.gov](mailto:Michael.Catlin@post.ca.gov).

## **BACKGROUND DIMENSIONS FOR PEACE OFFICERS AND PUBLIC SAFETY DISPATCHERS REVISED**

A revised set of background investigation dimensions for screening peace officers and public safety dispatchers, including a common set of ten dimensions, has been created for use by background investigators. An initial categorization scheme for the dimensions was presented to the California Background Investigators Association in late May. The dimensions will be included in the revised POST Background Investigation Manual, which will be submitted to the Commission for its approval at the October 21, 2005 meeting.

Questions about the revised background investigation dimensions may be directed to Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4824 or by email at [Shelley.Spilberg@post.ca.gov](mailto:Shelley.Spilberg@post.ca.gov).

## READING AND WRITING RESEARCH PROJECT UPDATE

In accordance with POST Strategic Plan Objectives A.13, A.14, and A.15, which require POST to study the feasibility of raising the education level of academy entrants, raising the entry-level reading and writing requirement, and requiring reading and writing assessment for entrance into the academy, subject matter experts from academies throughout the state attended a Reading/Writing Research Workshop on May 24-26, 2005. The group reviewed reading and writing-related research and examined the impact of reading and writing deficiencies on California law enforcement. Specifically, POST data (T-scores on the Entry-Level Law Enforcement Test Battery) supports the concerns of constituents that there has been a decline in the reading and writing ability of candidates over the past 10 years. The group also identified methods for addressing reading and writing deficiencies and explored the benefits and obstacles of each proposed solution. Suggestions for further research and additional input were made.

The Standards and Evaluation Services Bureau and the Basic Training Bureau will work together to solicit additional input for this project in the coming months. It is anticipated that this project will result in revised reading and writing-related standards and training programs.

Questions about the Reading and Writing Research Project may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or by email at [Elizabeth.Wisnia@post.ca.gov](mailto:Elizabeth.Wisnia@post.ca.gov).

## BASIC COURSE WRITTEN TESTS KEEP PACE WITH CURRICULUM ALIGNMENT PROJECT

As part of the Basic Course Curriculum Alignment project, POST staff made significant changes to the Training and Testing Specifications for three Learning Domains. These changes, which become effective on July 1, 2005, resulted in the need to alter the content and structure of 10 Basic Course written tests.

In order to assure that POST's testing standards accurately reflect the revised curriculum, the Standards and Evaluation Services Bureau staff developed two new test forms for each of the topical areas listed below. This project resulted in the development of, or redesign and validation of, 20 tests.

LD # 5 Introduction to Criminal Law (2 tests)	Basic Course Mid Term (2 tests)	Modular Format Level I Entry Test (2 tests)
	Basic Course Final Exam (2 tests)	
LD # 19 Vehicle Operations (2 tests)	Specialized Investigator Basic Course Mid Term (2 tests)	Requalification Course Certification Test (2 tests)
LD #20 Use of Force (2 tests)	Specialized Investigator Basic Course Final Exam (2 tests)	PC 832 Arrest Course Comprehensive Exam (2 tests)

Questions about the Basic Course Curriculum Alignment project and changes to the Basic Course written tests may be directed to Senior Personnel Selection Consultant Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-2810 or by email at [Ken.Krueger@post.ca.gov](mailto:Ken.Krueger@post.ca.gov).



## MASTER CALENDAR ON THE POST WEBSITE

Due to security concerns, the Master Calendar is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at [http://www.post.ca.gov/library/p\\_ch/flagship\\_bb.asp](http://www.post.ca.gov/library/p_ch/flagship_bb.asp). If you have access to the network but have forgotten your user identification or password, please send an email to [Phyl.Barrus@post.ca.gov](mailto:Phyl.Barrus@post.ca.gov).

## LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST Website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>



## STATUS OF LEGISLATION ON WHICH THE COMMISSION HAS TAKEN A POSITION

The following are bills on which the Commission has taken a position. Other bills of interest to law enforcement stakeholders may be viewed on the POST Website at <http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<a href="#"><u>AB 22</u></a> (Lieber)	<b>Trafficking in Persons:</b> This bill would add several crimes related to trafficking of persons for forced labor or services and the trafficking of minors. It would provide restitution and damages to victims and would require law enforcement agencies to screen victims and issue-specific documents. <i>Commission Position: Neutral</i> – amended 4-21-05 and no longer applies to POST.	<b>Sen. Judiciary</b> (7-05-05)
<a href="#"><u>AB 41</u></a> (Yee)	<b>Human Trafficking:</b> This bill would establish the crime of trafficking persons for forced labor or services and the crime of trafficking of a minor for sexual servitude. It would provide for forfeiture of items used in the commission of trafficking offenses. <i>Commission Position: Neutral</i> – does not apply to POST.	<b>ASM Public Safety</b> (4-28-05)
<a href="#"><u>SB 57</u></a> (Alarcon)	<b>Fines and Penalties:</b> This bill would increase the authority of county boards of supervisors to levy additional penalty assessments on fines for criminal offenses and other specified offenses. It would authorize counties to expend 15% of the funds collected in this manner to be used to fund equipment and reimburse trauma care facilities that provide pediatric trauma care. <i>Commission Position: Oppose</i>	<b>ASM Health</b> (6-28-05)
<a href="#"><u>SB 180</u></a> (Kuehl)	<b>Human Trafficking:</b> This bill would add human trafficking victims to those who would be served by existing hospital-based training centers; establish a special task force to study programs available to victims of trafficking; the need for additional criminal sanctions; and report to the Governor, Legislature, and the Attorney General. In addition, it would require POST to develop training for peace officers on human trafficking enforcement. <i>Commission Position: Neutral</i>	<b>ASM Approps.</b> (6-22-05)

<a href="#"><u>AB 760</u></a> (Nava)	<p><b>Criminal Procedure: Arrest of Caretaker Parent:</b> This bill would require that a caretaker parent be authorized to make three additional phone calls to make arrangements for child care. Also, it would require POST to develop guidelines and training for state and local peace officers regarding their responsibilities when they arrest a caretaker parent. This bill is similar to AB 1941 (2004).</p> <p><i>Commission Position: Neutral</i></p>	Sen. Approps. (6-21-05)
<a href="#"><u>SB 986</u></a> (Escutia)	<p><b>Consumer Credit Reports: Employment Purposes:</b> This bill would substantially curtail the use of consumer credit reports and financial history information for employment purposes, including law enforcement background investigations.</p> <p><i>Commission Position: Oppose unless amended</i></p>	Judiciary Comm. 2-year bill (5-03-05)
<a href="#"><u>SB 1015</u></a> (Romero)	<p><b>Vehicle Pursuits:</b> This bill would make several changes related to vehicle pursuits (e.g., liability, sentencing, training, policy development and implement, and driver education). It may be amended into SB 719.</p> <p><i>Commission Position: Neutral</i></p>	Sen. Public Safety (4-20-05)
<a href="#"><u>SB 1237</u></a> (Leno)	<p><b>Taser:</b> This bill would prohibit possession and use of the taser, except for peace officers and military personnel if trained; requires POST to certify taser training for law enforcement and the military; and would require each law enforcement deployment of the taser to be reported to the Department of Justice.</p> <p><i>Commission Position: Neutral</i></p>	ASM Inactive File (6-09-05)
<a href="#"><u>AB 1657</u></a> (Evans)	<p><b>Child Victims: Child Advocacy Centers:</b> This bill would establish funding for child advocacy centers from the State Penalty Fund and would also increase the percentage of distribution of the State Penalty Fund to the Peace Officers' Training Fund Victim-Witness Fund by reducing the percentage distributed to the Driver Training Fund.</p> <p><i>Commission Position: Neutral</i></p>	ASM Approps. Suspense (5-25-05)